

THIRTY-SIXTH ANNUAL REPORT
OF THE
CIVIL SERVICE COMMISSION
OF
MASSACHUSETTS

FROM DEC. 1, 1918, TO NOV. 30, 1919, INCLUSIVE



BOSTON

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1920

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STATE HOUSE, BOSTON
Civil Service Comm.

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CIVIL SERVICE COMMISSION.

ELMER L. CURTISS, *Chairman*, HINGHAM.

HARVEY N. SHEPARD, BOSTON.

COURTENAY CROCKER, SUDBURY.

Secretary.

JOHN C. GILBERT, WINCHESTER.

Chief Examiner.

JOSEPH J. REILLY, NEWTON.

Deputy Examiner.

DENNIS A. DOOLEY, BOSTON.

Physical Inspector.

ANDREW F. DOWNING, M.D., CAMBRIDGE.

OFFICE OF CIVIL SERVICE COMMISSION, ROOMS 148-152, STATE
HOUSE, BOSTON.

LOCAL REPRESENTATIVES OF THE CIVIL SERVICE COMMISSION.

BROCKTON — WILLIAM C. DROHAN, 106 Main Street.

CHICOPEE — CARRIE M. STEBBINS, 397 Front Street.

FALL RIVER — THOMAS D. SULLIVAN, Granite Block.

FITCHBURG — SAMUEL W. MILLER, 745 Main Street.

GLOUCESTER — CHARLES H. MORROW, M.D.

HAVERHILL — EDWARD B. SAVAGE, 81 Merrimack Street.

HOLYOKE — CLIFFORD S. LYON, 276 High Street.

LAWRENCE — ARTHUR P. McCORMICK, 503 Bay State Building.

LOWELL — JAMES H. CARMICHAEL, Central Street.

MARLBOROUGH — WILLIAM H. MURPHY, Corey Building.

NEW BEDFORD — WILLIAM J. CARTER, 7 Municipal Building.

NORTH ADAMS — FRED H. REAGAN.

PITTSFIELD — OSCAR S. READ, 190 North Street.

SPRINGFIELD — GEORGE H. HUGHES, Court Square Theatre
Building.

TAUNTON — HOWARD A. BRIGGS, care of City Treasurer.

WORCESTER — MRS. MARY L. HUNT, City Hall.

LABOR SERVICE.

THE COMMONWEALTH¹ AND THE CITY OF BOSTON.

Registrar of Labor.

HARRY B. MENDELSON, *Labor Office, Room 16, State House,
Boston.*

TOWN OF BROOKLINE.²

THOMAS J. MORAN, *Registration Clerk. Labor Office, Town Hall,
Brookline.*

CITY OF CAMBRIDGE.

HARRY L. LINCOLN, *Registration Clerk. Labor Office, City Hall,
Cambridge.*

CITY OF EVERETT.

WALTER H. NICHOLS, *Registration Clerk. Labor Office, 443
Broadway, Everett.*

CITY OF FALL RIVER.

CHARLES McL. HADLEY, *Registration Clerk. Labor Office, 8
Bennett Building, Fall River.*

CITY OF FITCHBURG.

JAMES H. GUILFOYLE, *Registration Clerk. Labor Office, City
Hall, Fitchburg.*

CITY OF LOWELL.

PATRICK J. REYNOLDS, *Registration Clerk. Labor Office, City
Hall, Lowell.*

¹ Includes laborers employed by Metropolitan Water and Sewerage Board, Metropolitan Park Commission, Boston Transit Commission, and Commission on Waterways and Public Lands.

² Classified Feb. 17, 1919.

CITY OF LYNN.

MARY E. MORAN, *Registration Clerk. Labor Office, City Hall, Lynn.*

CITY OF NEW BEDFORD.

WILLIAM J. CARTER, *Registration Clerk. Labor Office, Municipal Building, New Bedford.*

CITY OF NEWTON.

ARTHUR F. YOUNG, *Registration Clerk. Labor Office, City Hall, Newton.*

CITY OF REVERE.¹

GERTRUDE P. LOEFFLER, *Registration Clerk. Labor Office, City Hall, Revere.*

CITY OF SOMERVILLE.

FLORENCE A. COOK, *Registration Clerk. Labor Office, City Hall, Somerville.*

CITY OF WORCESTER.

MARY L. HUNT, *Registration Clerk. Labor Office, Room 7A, City Hall, Worcester.*

¹ Classified Nov. 17, 1919.

The Commonwealth of Massachusetts

To the Honorable Senate and House of Representatives in General Court assembled.

In accordance with the provisions of section 5, chapter 19 of the Revised Laws, we hereby submit the thirty-sixth report of the Civil Service Commission, covering the period from Dec. 1, 1918, to Nov. 30, 1919, inclusive.

REPORT.

The period covered by this report has been marked by problems of unusual importance to civil service, including the passage of a general law giving preference to all veterans, the selection of a new police force for the city of Boston, investigation of the Commission's methods and practices by the Supervisor of Administration, and legislative reorganization of all departments.

VETERAN PREFERENCE.

The Commission was urged by many advocates of civil service to oppose all efforts to give veterans a preference under civil service. After careful consideration, however, the Commission decided that a preference bill drawn so as to require all applicants to prove themselves qualified, and to give the position as between veterans to those highest on the list, would be a benefit to the State, and it accordingly used its influence to secure the passage of the bill recommended by Governor Coolidge.

Another bill which was before the Legislature would have cut at the root of civil service by permitting appointing officials to choose any veteran for any position without examination, and this bill was actively opposed by the Commission until its final defeat.

THE VETERAN PREFERENCE ACT.

Chapter 150 of the General Acts of 1919 became effective by special proclamation on May 12, 1919. The act defines as veterans all persons who have served in the army, navy or marine corps in time of war, and have been honorably discharged or released from active service. It gives such veterans who pass civil service examinations a standing ahead of all civilians, placing their names at the top of the eligible list in order of percentage. It gives veterans who register for the labor service a standing above all civilians registered. It also provides that in case there is no eligible list a veteran shall be appointed to fill a vacancy if the appointing officer is able to find one who is qualified and willing to accept.

As soon as this law went into effect the Commission arranged special examinations to give the large number of well-qualified men who were returning from service an opportunity to continue their services to the public. The Appendix of this report shows that, from the time the law passed until November 30, the number of veterans appointed in the first and second divisions was 2,302.

BOSTON POLICE STRIKE.

The Boston police strike on Sept. 9, 1919, which resulted in about 1,100 men leaving their positions, presented a problem of supreme importance to the community. The places had to be filled, and filled at once, with men mentally and physically qualified to serve as guardians of the law in a great city. The eligible list for this service was already depleted by conditions caused by the war. The Commission, therefore, at the request of the Police Commissioner, and under an opinion given by the Attorney-General, authorized non-competitive examination of veterans, living anywhere in the Commonwealth, to fill the vacancies.

A committee was appointed by the police commissioner to recruit applicants, but it was found that many of those who applied, though veterans of the war, were below the age and height limits set by the rules of the Commission. The Commission, therefore, submitted to the Governor and Council a

change in its rule, fixing the age limits for Boston police at from 22 to 35 instead of 25 to 33, and fixing the minimum height at 5 feet 7 instead of 5 feet 8, and the minimum weight at 135 pounds instead of 140 pounds. These changes were approved by the Governor and Council, and were put into effect, under an emergency rule of the Commission, without the lapse of the sixty days usually required.

So acute was the problem of relieving the State Guard from police duty in Boston that the Commission, after holding one or two weekly examinations so as to give the applicants time to learn the rules in the police manual, dispensed with the requirement of that knowledge and substituted a series of daily examinations. Every afternoon a mental examination was held, and the papers immediately marked. The candidates were then given a physical examination on the following morning, and those who passed were at once certified. Thus new certifications of all successful applicants were made to the police commissioner every twenty-four hours, until the police force was recruited to its normal strength again. The examination of this large number of men, the marking of the papers, and the certification of the names entailed an enormous amount of extra work which had to be done without interference with the other work of the Commission.

All applicants were given the usual searching physical examinations, to make sure that they were sound, but as the men were all veterans, and had had no opportunity for special gymnasium training, those who were sound were passed in the strength tests if they showed the power and agility on the bars, in jumping, and in weight lifting that would be expected of a young, active, healthy man.

INVESTIGATION OF THE CONDUCT, METHODS AND PRACTICES OF THE DEPARTMENT OF THE CIVIL SERVICE COM- MISSION.

The Legislature during the early part of the year adopted an order directing the Supervisor of Administration to investigate the conduct, methods and practices of the department of the Commission. The Commission welcomed this in-

vestigation as an opportunity to bring before the Legislature and the public some of the things that it had accomplished for civil service, and gave every assistance to the Supervisor and his assistants in their investigation.

It accordingly submitted to the Supervisor of Administration a statement from which the following paragraphs are extracted: —

The Commission during the last few years has made a special point of traveling over the State to talk with city and town officials and superintendents of institutions, in order to discover what, if any, errors were being made in the application of the just principles of civil service.

As a result of these conferences it was found that State institutions for the care of the sick and the unfortunate are so far from the centers of interest, the salaries are so low, and the service required so difficult, that a large proportion of those who show themselves qualified to fill positions in institutions have been unwilling to accept appointments to them, especially during war times. The result was that the superintendent of an institution would sometimes spend several weeks writing to the first three persons on the eligible list, and then to the next three, only to find at the end of the time that no one on the list was willing to accept a position in his particular institution.

The Commission felt that this unfortunate condition must not be allowed to continue, even though it was largely if not entirely due to war conditions, and at once adopted the following special regulations for institutions, with the object of enabling the head of an institution to secure a qualified person without annoyance and delay: —

1. Every applicant to be given a list of the institutions, showing their location and the work done, and to be asked to state definitely whether he or she will accept a position there, and, if so, at what salary.

2. Three names to be certified for positions on requisition as usual, but all the other names on the eligible list to be sent to the appointing official at the same time, so that he can determine without delay which ones will accept a position in case any or all of the first three decline.

3. In case there is no list of persons eligible for a position, the appointing official to be authorized to select some one provisionally, subject to his passing the next competitive examination; or, if he so desires, to select some one for non-competitive examination forthwith.

4. Engineers and firemen to be given no written examination, but to be certified for appointment on their license and on their experience, if their experience shows them to be qualified.

With these regulations and the provisions that are being made for standardization of State salaries, the Commission feels that the heads of State institutions should experience no further difficulty, especially now that peace conditions are being restored.

The Legislature has not yet realized the necessity of giving the Commission effective means of preventing illegal appointments throughout the State as it has done already in Boston. Chapter 210, Acts of 1908, provides that all pay rolls of the city of Boston shall be submitted to the Commission for its approval each week before being paid. This gives the Commission the power of stopping illegal employments at once, which is the only fair and effective time and means to stop them. The Commission has repeatedly recommended and still earnestly recommends that a statute be passed extending this provision to the pay rolls of all cities and towns.

The Commission does not claim that its work is perfect. In fact, it realizes how much more could be done to raise standards of public employment than has yet been tried. It has, however, made material advances during the last year. For instance, it has extended physical examinations to laborers and others formerly admitted without regard to their health; it has arranged for practical driving tests for teamsters; it has done away with the old rule that provisional appointees may become permanent without examination at the end of twelve months' service, and has provided that no one shall become a permanent employee without passing an examination to prove his qualifications; it has worked out a better system of police promotions; it has standardized the wording of its records so as to give all necessary information in the fewest possible words; it has changed the dates of its report to conform to the fiscal year of the Commonwealth; it has reorganized its department, set up a system of attendance records, and cut out all overtime work of its employees; it has established the principle of not extending eligible lists for over two years, and of holding new examinations for promotions after the expiration of one year if any one who was not previously eligible wants to take the examination; it has drawn up a new classification for civil engineers in co-operation with the department of the Supervisor of Administration; and it has made careful and systematic efforts to see that every one who came to the Commission for examination, advice or information was treated with consideration and courtesy, and given a hearing by the Commission if desired.

The Supervisor made no comment whatever about these important forward steps, but merely repeated certain charges which were made against the Commission without undertaking to say whether or not they were well founded, and reached certain conclusions which may be stated as follows: —

1. That the Civil Service Commissioners are not paid sufficient salaries to enable them to give their full time to the work, and the time they can give is not sufficient for the best efficiency of the department.

2. That the Civil Service Law in its present form is cumbersome and faulty.

3. That the functions of the Commission as a recruiting agency have never been properly developed.

As to these it may be said (1) that in many of its reports to the Legislature the Commission has called attention to the matter of salaries, and has recommended that they be increased so that the Commissioners would be suitably paid for the time they have recently been forced to give to take care of the increasing work of the department; (2) that this question of codification is entirely within the control of the Legislature; and (3) that at the instigation of the Civil Service Commissioners the Legislature in 1906 passed a law (chapter 277) requiring city and town clerks to post notices of civil service examinations sent to them by the Commission. Acting under this law the Commission for many years has given much care to the preparation and distribution of posters of examinations, setting forth the desirability of the positions open in the public service, and has prepared a comprehensive mailing list for notices of examinations covering societies, clubs, business schools and colleges, etc., so that for every State examination 10,000 posters and circulars have been regularly sent out.

The principal complaints applying to the Commission as stated in the report of the Supervisor were as follows: —

1. That it has not adopted a schedule of all its important examinations.

2. That its notices of examinations are not given far enough in advance.

3. That it has on some occasions postponed important examinations at short notice, to the inconvenience of applicants.

4. That in some instances applicants have received advance information about examination questions.

5. That some questions on examinations have been of an impractical character.

6. That some examination papers have been incorrectly graded.

7. That the Commission has not arranged for keeping complete service records of the positions under its jurisdiction.

8. That the Commission has unnecessarily delayed action on certain matters; particularly that certain examinations have been postponed and that decisions of cases appealed to the Commission have not been properly rendered.

No answer to these complaints is necessary, for the Supervisor did not find them of sufficient importance to say whether or not they appeared justified by the facts. Inasmuch, however, as the complaints have been given wide publicity, the Commission takes this opportunity of setting forth its position in relation to them.

1. At the time that the investigation was being conducted by the Supervisor, the Commission had already planned, and told the Supervisor that it had planned, a schedule of regular examinations which was published soon after the Supervisor's report was made, and is printed in the Appendix.

2. It has been the invariable custom of the Commission to give at least three weeks' notice of all examinations.

3. In some cases it has been found necessary to postpone examinations because of the lack of applicants, but where a sufficient number of persons have applied it has always been the practice of the Commission to hold the examination as scheduled.

4. The report of the Supervisor states that "There are many rumors that candidates for positions, particularly in the city of Boston, have received information about the nature of examinations before the examinations were given, but little or no tangible evidence has been produced to show how this has happened."

The only "tangible evidence" in the whole investigation that the Commission could discover was the statement of the owner of a "civil service school" in one of the cities outside of Boston that he had had the actual questions given in civil service examinations before the examination took place. The Commission immediately summoned this person before it, but as he refused to make any statement, it brought him before a justice of the Supreme Court, and upon his retracting his statement the case was dropped.

5. The endeavor of the Commission has always been to make examinations practical in their character.

6. In all examinations the Commission has used the utmost care to select examiners who are skilled by education, training and experience in the particular line of work for which the examination is held. When it is considered that 9,137 persons were examined during the year it would be surprising if

some errors in marking did not occur. In very few cases, however, has the Commission found it necessary to change the original marking.

7. In its thirty-fifth annual report the Commission described the study that it had made of service records of persons appointed to positions under civil service in Chicago, New York, Albany and Washington. After careful investigation it established a system of service record cards in its own department and in certain other departments throughout the State, but the results have not been such as to lead the Commission to urge a wide extension of the system.

8. Outside of its regular routine work the Commission during the year has considered 7,940 special cases, and has given hearings to 242 different individuals. These matters required careful consideration, and were settled as quickly as was consistent with fairness and justice to the persons concerned.

The report of the Supervisor was referred to the committee on administrations and commissions, who drafted a bill entitled "An Act to regulate appointment to the civil service of the Commonwealth and to establish Civil Service Commissions in certain cities."

On June 16, 1919, this bill was reported by the committee, and referred by the House to the committee on ways and means.

On June 24, 1919, the committee on ways and means recommended reference to next General Court. This recommendation was adopted by the House on June 27, 1919.

POLICE PROMOTION EXAMINATIONS.

The decision made in 1912 by the Commission, that promotion examinations in fire and police departments should thereafter be by competitive examination, has worked out satisfactorily. The rule at first was not applied to the Boston police, but in May, 1919, the Commission, after a conference with the police commissioner of Boston, ruled that thereafter promotions in Boston to the ranks of sergeant and lieutenant should be made only after competitive examination. The first promotional examination in the Boston police

department, as well as the largest police promotional examination ever held by the Massachusetts Commission, occurred on August 14, when 437 men were examined.

PROMPT MARKING OF EXAMINATIONS.

The hope expressed by the Commission in its thirty-fifth report, that it would be granted an extra appropriation for clerks so that it would be possible to mark all examination papers within six weeks of the date of examination, was substantially realized. The largest examination of the year was that for clerks in the service of the State and all the cities of the State. The total number of persons examined was 936, and the marking was completed in six weeks, whereas it has usually taken from five to six months. This result was made possible partly because of the increased clerical force and partly because of the efficient work performed by the Commission's subordinates.

PRACTICAL TEST FOR TEAMSTERS.

The Commission received a complaint from the president of the Boston Work-horse Relief Association relative to the bad condition of the horses used in the Boston public works department. This condition was alleged to be due to the fact that the horses were driven by a variety of incompetent drivers, and the Civil Service Commission was urged to arrange for a practical test for all teamsters registered on its list. The matter was immediately taken up by the Commission. An expert examiner was selected, and all persons registered as teamsters were notified to appear for a practical test in harnessing and driving a horse. Only about 47 per cent of those notified appeared for the test, and of these about 6 per cent failed. By establishing this method of selecting drivers the Commission has eliminated many incompetent men from the list, and has put itself in a position to be able to certify men hereafter who have demonstrated their qualifications for this line of work.

EXAMINATION FOR BLIND DICTAPHONE OPERATORS.

An interesting experiment was tried by the Commission in arranging for a special examination of blind dictaphone operators. This examination was held in August, 1919, and was open to blind men and women who had graduated from the Perkins Institution, or who possessed equivalent education and training. The examination consisted of practical dictaphone tests. Four women and one man took the examination, and three women and one man passed.

PROVISIONAL APPOINTMENTS.

Much has been done to win public confidence in civil service by the Commission's action in insisting that no person shall be regarded as a permanent employee until he has shown himself to be qualified by passing either a competitive or a non-competitive examination. Criticism at one time was justly aroused because it was possible for a provisional appointee, after having served twelve months, to become permanent automatically without examination. The Commission's attitude has removed the basis for such criticism, and is believed to have been a source of satisfaction to appointing officers and to applicants for positions under civil service.

NEW RULES RELATIVE TO CIVIL ENGINEERS.

The Commission, after conferences with the Supervisor of Administration, representatives of civil engineering societies and individual civil engineers, early in the year recommended new rules and regulations in relation to the classification of civil engineers, and these were adopted and went into effect on May 19, 1919. The new rules provide for the grading of civil engineers according to duties instead of according to salaries, although salaries are still considered as *prima facie* evidence as to the grade in which a position falls. They also provide for a specified amount of training and experience to qualify a person for a grade, and for promotion examination to pass from one grade to a higher grade.

NEWSPAPER PUBLICITY.

The Commission during the year endeavored not only to improve its service, but to secure the confidence of the public. Realizing that its ability to succeed in its efforts depended in no small degree on the assistance given it by the newspapers of the State, it invited representatives of the different newspapers to a meeting. As a result of suggestions made at that meeting the Commission employed an experienced man to write statements covering the work which it was doing, and to arrange for giving newspaper publicity to its examinations. The Commission believes that the results so far accomplished by this course have fully justified it in its action.

ASSEMBLY OF COMMISSIONS.

The Assembly of Civil Service Commissions was held at Rochester, N. Y., June 10 to 13, 1919. The Commission was represented by Commissioner Harvey N. Shepard, the secretary, and the chief examiner. Mr. Joseph J. Reilly, chief examiner, was elected vice-president of the assembly.

Commissioner Shepard presented a scholarly paper on "Reasonable Requirements for Admission to Examinations."

THE REORGANIZATION ACT.

By the reorganization act of 1919, chapter 350, the Civil Service Commission has been abolished, and a new Department of Civil Service and Registration established. This department is divided into two divisions, — a Division of Civil Service, which will have charge of the work formerly done by the Civil Service Commission, and a Division of Registration, in which will be included the different registration boards. The Division of Civil Service will hereafter be in charge of a Commissioner of Civil Service, who will be the executive officer of the division. There will be two associate commissioners. It is provided that the Commissioner and the two associate commissioners shall constitute a board to prepare all rules and regulations, hear and decide all appeals, pass on municipal appointees of the mayor of Boston, select special examiners, and determine the scope and weight of all examinations.

EXTENSIONS OF CIVIL SERVICE.

At the request of the mayor and city council of Revere the labor service of that city was classified under the Civil Service Rules on Nov. 17, 1919.

The labor service of the town of Brookline was classified by the Commission on Feb. 17, 1919.

During the legislative session of 1919 the following enactments relating to civil service were passed: —

Special Acts of 1919, chapter 30, "An Act to place the chief of police of the city of Beverly under the civil service laws."

Special Acts of 1919, chapter 39, "An Act to place the matron of the police department of the city of Taunton under the civil service laws."

OPINIONS OF THE ATTORNEY-GENERAL.

The Attorney-General has rendered during the year the following opinions in relation to civil service: —

Certification to Bills under St. 1908, Chapter 210.

JAN. 22, 1919.

Question. — Is it the duty of the Civil Service Commission, under the provisions of chapter 210 of the Acts of 1908, to certify to any other bills than those for the payment to persons who have been appointed to their positions under the Civil Service Law and Rules?

Opinion of the Attorney-General. — It is to be noted that the provisions of this section refer to the salary or compensation paid to any person in the service or employment of the city. I am of the opinion that your certificate applies only to such persons as are appointed to their positions under the Civil Service Law and Rules, and to such persons who have been appointed to positions as to which you are in doubt as to whether the Civil Service Law and Rules apply. On the other hand, the section requires the presentation to your Commission of all pay rolls, bills or accounts containing items for salary or compensation to persons in the service or employment of the city. If all the items relating to the payment of salary or compensation to those persons employed in positions to which the Civil Service Law applies meet with your approval, your certificate should be attached.

Secretary to Fire Prevention Commissioner under Civil Service.

FEB. 20, 1919.

Question.—Is the position of secretary to the Fire Prevention Commissioner within the classified civil service?

Opinion of the Attorney-General.—The statutory provisions as to the duties of the office indicate that the position was intended by the Legislature to be one secretarial in nature and in my opinion, therefore, the secretary is not exempt from the Civil Service Law and Rules, and must be held to come within the classified civil service as set forth in Class 2 of the Official Service.

Position of Chief Clerk in Office of Commissioner of State Aid and Pensions not classified.

JULY 11, 1919.

Question.—Is the position of chief clerk in the office of the Commissioner of State Aid and Pensions within the classified civil service?

Opinion of the Attorney-General.—The position of chief clerk is provided for by St. 1914, c. 587, § 1, which has been amended by St. 1918, c. 164, and later by St. 1919, c. 190. Since the 1919 statute struck out the section 1 of the 1918 statute and substituted a new section, the office of chief clerk must now be treated as established by the later statute. Section 2 of the 1918 statute, exempting from the civil service laws the office established by section 1, has the same effect upon the office established by the 1918 statute. It is a well-recognized rule of statutory construction that provisions relating to the old statute and not inconsistent with the new are to apply to the new if that statute takes effect. The position of chief clerk in the office of the Commissioner of State Aid and Pensions is not, therefore, subject to civil service laws or the rules and regulations made thereunder.

Assistant Supervisor of Accounts under State Auditor not classified.

JULY 21, 1919.

Question.—Is the position of assistant supervisor of accounts under the State Auditor subject to the laws relating to the civil service?

Opinion of the Attorney-General.—From the statute creating the position, it is plain that the salary attaches to the person appointed and not to the office, and that the consent of the Governor and Council is required to the appointment of any successor to the person who is first appointed and qualified, and the consent of the Governor and Council will be required as to the salary to be paid to such successor. This being so, it is obvious that the appointment is subject to confirmation by the Executive Council, and thus falls within the provisions of R. L., c. 19, § 9, and is, therefore, exempt from the Civil Service Law and Rules.

Non-residents of Boston eligible for Boston Police Force.

SEPT. 16, 1919.

Question. — Must persons appointed to the Boston police force be residents of Boston under section 12 of chapter 3 of the Revised Ordinances of the city of Boston?

Opinion of the Attorney-General. — It seems plain from a study of the ordinances themselves that the ordinance in question does not apply to the police department. It has been expressly decided by our Supreme Judicial Court that a member of the police force of the city of Boston is not an officer of the city, but is essentially a State officer. The police department of the city of Boston, therefore, is not within the purview of the ordinance in question.

Respectfully submitted,

ELMER L. CURTISS,
HARVEY N. SHEPARD,
COURTENAY CROCKER,

Commissioners.

APPENDIX

APPENDIX.

OFFICIAL SERVICE.

COMMONWEALTH SERVICE.

Class.	NAME OF POSITION.	NUMBER OF EXAMINATIONS.		Number of Applicants notified.	NUMBER EXAMINED.		NUMBER PASSED.		NUMBER OF EXAMINED PERSONS APPOINTED FROM THE ELIGIBLE LISTS.		
		General Competitive.	Non-competitive.		Males.	Females.	Males.	Females.	Males.	Females.	Veterans (Chapter 150, General Acts of 1919).
1	Superintendent,	-	5	5	5	-	5	-	5	-	-
1	Educational organizer,	-	1	1	-	1	-	1	-	1	-
2	Chief clerk,	1	-	19	12	-	8	-	-	-	-
2	Executive secretary,	1	-	32	23	-	6	-	1	-	-
2	Secretary (fire prevention),	1	-	49	42	-	27	-	1	-	-
2	Secretary (savings bank),	1	-	43	37	-	8	-	1	-	1
3	Clerk,	2	-	938	162	496	90	356	21	205	1
3	Clerk,	-	52	52	9	43	7	40	5	32	-
3	Statistical clerk,	-	-	-	-	-	-	-	-	1	-
3	Executive clerk,	1	-	6	5	-	4	-	1	-	1

COMMONWEALTH SERVICE — *Continued.*

Class.	NAME OF POSITION.	NUMBER OF EXAMINATIONS.		Number of Applicants notified.	NUMBER EXAMINED.		NUMBER PASSED.		NUMBER OF EXAMINED PERSONS APPOINTED FROM THE ELIGIBLE LISTS.		
		General Competitive.	Non-competitive.		Males.	Females.	Males.	Females.	Males.	Females.	Veterans (Chapter 150, General Acts of 1919).
3	Laboratory assistant,	1	6	21	10	5	7	5	5	2	-
4	Bookkeeper,	1	6	59	12	20	6	10	-	2	-
4	Examiner of accounts,	1	-	13	8	1	4	1	-	-	-
5	Storekeeper,	-	3	3	3	-	3	-	5	-	2
6	Inspector, heavy capacity scales,	1	-	3	2	-	1	-	1	-	-
7	Visitor,	-	-	-	-	-	-	-	2	5	-
7	Interpreter,	-	1	1	-	1	-	1	-	1	-
7	Social worker (psychiatric),	-	3	3	-	3	-	3	-	3	-
7	Social worker,	-	3	3	-	3	-	3	-	3	-
8	Agent,	-	-	-	-	-	-	-	1	-	-
9	Blind dictaphone operator,	1	-	6	1	4	1	3	-	1	-
9	Stenographer-typist,	1	34	507	30	367	17	256	5	125	1
9	Telephone operator,	-	1	1	-	1	-	1	-	1	-
11	Farm investigator,	1	-	14	9	-	4	-	-	-	-
11	Special investigator,	1	-	-	-	-	3	-	2	-	-

11	Investigator and examiner,	1	-	144	103	-	16	-	5	-	3
11	Inspector,	-	4	4	4	-	4	-	13	2	4
12	Instructor,	-	12	12	12	-	12	-	11	-	-
12	Health instructor,	1	-	13	-	13	-	12	-	3	-
12	Social insurance worker,	1	-	10	6	-	5	-	1	-	-
13	Boiler inspector,	1	-	6	4	-	4	-	3	-	-
16	Metropolitan park policeman,	3	-	79	49	-	23	-	37	-	21
17	Watchman-gateman,	1	5	34	22	-	11	-	11	-	5
22	Foreman (farm),	-	-	-	-	-	-	-	2	-	-
22	Foreman (sewer),	-	-	-	-	-	-	-	1	-	1
22	Foreman and inspector,	1	-	31	24	-	14	-	2	-	1
22	Inspector (masonry),	-	1	1	1	-	1	-	1	-	-
22	Foreman (garage),	1	-	17	10	-	8	-	1	-	1
22	Foreman (mechanic),	-	1	1	1	-	1	-	1	-	-
24	Janitor,	1	1	12	4	-	1	-	1	-	-
25	Drawtender and assistant drawtender,	2	-	16	11	-	6	-	-	-	-
26	Engineer and fireman,	2	36	125	80	-	79	-	77	-	-
27	Civil engineer,	1	3	118	89	-	49	-	29	-	13
29	Electrician,	-	5	5	5	-	4	-	4	-	-
29	Head electrician,	1	-	24	3	-	-	-	-	-	-
31	Sanitary engineer,	-	2	2	2	-	2	-	2	-	-

COMMONWEALTH SERVICE — *Concluded.*

Class.	NAME OF POSITION.	NUMBER OF EXAMINATIONS.		Number of Applicants notified.	NUMBER EXAMINED.		NUMBER PASSED.		NUMBER OF EXAMINED PERSONS APPOINTED FROM THE ELIGIBLE LISTS.		
		General Com- petitive.	Non- compet- itive.		Males.	Females.	Males.	Females.	Males.	Females.	Veterans (Chapter 150, General Acts of 1919).
32	Epidemiologist,	-	1	1	-	1	-	1	-	1	-
32	Bacteriologist,	-	1	1	-	1	-	1	-	1	-
33	Deputy fish and game commissioner,	1	-	39	29	-	7	-	1	-	-
34	Assistant chemist,	1	-	16	5	3	2	2	-	-	-
35	Nurse,	1	-	17	-	10	-	8	-	2	-
		35	187	2,515	839	973	456	704	259	391	55

BOSTON SERVICE.

1	Curator, zoölogical gardens and aquarium,	1	-	6	4	-	1	-	1	-	-
1	Deputy commissioner,	-	1	1	1	-	1	-	1	-	-
1	Director,	1	-	9	9	-	8	-	-	-	-
1	Supervisor (elevator),	-	1	1	1	-	1	-	1	-	-
1	Park foreman (promotional),	1	-	3	4	-	3	-	1	-	-
1	Supervisor (automobile and repair shop),	1	-	19	18	-	6	-	-	-	-
3	Clerk,	1	15	196	42	75	29	44	37	61	2

3	Statistical clerk,	1	-	17	8	2	5	1	-	-	-
3	Media man,	1	-	3	1	-	1	1	-	-	-
4	Bookkeeper,	1	-	10	3	4	1	2	-	-	-
5	Storekeeper and property clerk,	-	1	1	1	-	1	-	1	-	-
5	Deputy collector,	1	-	25	18	-	14	-	2	-	1
5	Storekeeper,	-	-	-	-	-	-	-	1	-	-
6	Deputy sealer, weights and measures,	-	-	-	-	-	-	-	1	-	1
7	Medical social workers,	-	2	2	-	2	-	2	1	-	-
9	Stenographer-typist,	1	2	114	5	92	5	63	3	12	1
9	Stenographer-typist (police department),	1	-	4	3	-	1	-	1	-	1
11	Building inspector (construction engineer),	1	-	18	9	-	4	-	-	-	-
11	Sanitary inspector,	-	-	-	-	-	-	-	3	-	2
11	Dairy inspector,	1	-	3	2	-	1	-	2	-	1
11	Inspector of castings,	-	1	1	1	-	-	-	-	-	-
11	Elevator inspector,	1	1	10	7	-	1	-	2	-	1
11	Water inspector and water meter reader,	1	-	28	25	-	15	-	2	-	2
12	Gymnasium instructor,	-	-	-	-	-	-	-	1	-	1
14	Policeman,	5	1,531	2,707	2,182	-	1,391	-	1,016	-	766
14	Police promotion,	2	13	563	620	-	201	-	17	-	-
17	Watchman-gateman,	1	-	12	9	-	7	-	6	-	3
19	Attendance officer,	-	-	-	-	-	-	-	12	-	2
20	Fireman,	4	-	704	455	-	302	-	66	-	7

BOSTON SERVICE — *Concluded.*

Class.	NAME OF POSITION.	NUMBER OF EXAMINATIONS.		Number of Applicants notified.	NUMBER EXAMINED.		NUMBER PASSED.		NUMBER OF EXAMINED PERSONS APPOINTED FROM THE ELIGIBLE LISTS.		
		General Com- petitive.	Non- compet- itive.		Males.	Females.	Males.	Females.	Males.	Females.	Veterans (Chapter 150, General Acts of 1919).
20	Fire promotion,	-	-	-	-	-	-	-	20	-	-
20	Assistant drawtender,	-	1	1	1	-	-	-	-	-	-
22	Foreman and inspector,	1	-	37	28	-	16	-	5	-	-
24	Janitor,	1	-	33	27	-	21	-	16	-	7
25	Drawtender and assistant drawtender,	2	-	65	53	-	24	-	7	-	2
26	Engineer and fireman,	2	1	81	53	-	49	-	8	-	-
27	Chief engineer,	1	-	10	7	-	5	-	1	-	-
27	Civil engineer,	1	-	21	11	-	7	-	1	-	-
32	Bacteriologist,	1	-	8	2	2	1	2	-	-	-
32	School physician,	-	-	-	-	-	-	-	6	-	-
32	Assistant bacteriologist,	1	1	7	2	5	2	3	1	1	-
32	Medical inspector,	-	-	-	-	-	-	-	1	-	-
35	Nurse,	1	-	5	-	2	-	2	-	2	-
41	Deputy master,	-	1	1	1	-	1	-	1	-	-
		38	1,572	4,726	3,613	184	2,125	120	1,245	76	800

CITIES OTHER THAN BOSTON, AND TOWNS.

15	Policeman,	2	-	4	3	-	2	-	3	-	1
21	Fireman,	1	-	1	-	-	-	-	-	-	-
<i>Attleboro.</i>											
2	Secretary,	-	1	1	-	1	-	1	-	1	-
3	Clerk,	1	-	2	-	-	-	-	-	-	-
11	Water inspector and meter reader,	1	-	1	-	-	-	-	-	-	-
15	Policeman,	1	-	5	4	-	3	-	-	-	-
21	Fireman,	4	-	9	4	-	2	-	1	-	-
21	Call fireman,	1	-	4	-	-	1	-	1	-	-
21	Fireman (promotion),	1	-	8	8	-	8	-	-	-	-
24	Janitor,	1	-	6	2	-	2	-	2	-	-
26	Engineer and fireman,	1	-	2	2	-	-	-	-	-	-
27	Civil engineer,	1	-	1	-	-	-	-	-	-	-
35	Nurse,	1	-	1	-	-	-	-	-	-	-
<i>Belmont.</i>											
15	Policeman,	1	-	1	-	-	-	-	1	-	-
21	Fireman,	1	-	1	-	-	-	-	1	-	-
21	Call fireman,	1	-	2	1	-	-	-	1	-	-

CITIES OTHER THAN BOSTON, AND TOWNS—Continued.

Class.	NAME OF POSITION.	NUMBER OF EXAMINATIONS.		Number of Applicants notified.	NUMBER EXAMINED.		NUMBER PASSED.		NUMBER OF EXAMINED PERSONS APPOINTED FROM THE ELIGIBLE LISTS.		
		General Competitive.	Non-competitive.		Males.	Females.	Males.	Females.	Males.	Females.	Veterans (Chapter 150, General Acts of 1919).
3	Clerk, <i>Beverly.</i>	1	1	5	-	3	-	3	-	2	-
9	Stenographer,	1	-	1	-	1	-	-	-	-	-
11	Inspector (meats, milk and markets),	1	-	6	4	-	2	-	1	-	-
15	Policeman,	2	-	3	3	-	1	-	1	-	-
21	Fireman,	3	-	10	6	-	4	-	3	-	1
21	Call fireman,	1	-	6	1	-	1	-	1	-	-
22	Foreman (ledge),	-	1	1	1	-	-	-	1	-	-
22	Foreman (highway),	1	-	2	1	-	-	-	-	-	-
24	Janitor,	1	-	5	-	-	-	-	-	-	-
32	Medical director,	1	-	3	2	-	2	-	1	-	1
32	Dentist,	-	2	2	2	-	-	-	1	-	-
32	School physician,	-	1	1	1	-	1	-	1	-	-
11	Health inspector, <i>Bridgewater.</i>	-	1	1	1	-	1	-	1	-	-
11	Plumbing inspector,	-	1	1	1	-	-	-	-	-	-

<i>Brockton.</i>											
1	Assistant superintendent,	-	1	5	4	-	1	-	-	-	-
3	Clerk,	1	3	14	7	2	2	5	2	4	-
6	Deputy sealer, weights and measures,	1	1	6	6	-	2	-	-	-	-
9	Stenographer,	1	-	3	1	1	-	1	-	-	-
11	Water inspector and meter reader,	1	-	4	3	-	2	-	-	-	-
15	Policeman,	2	-	15	10	-	7	-	7	-	1
21	Fireman,	3	-	89	70	-	50	-	6	-	1
22	Foreman (highway),	1	-	3	2	-	-	-	-	-	-
22	Foreman (sewer),	-	1	1	1	-	-	-	-	-	-
22	Foreman (water),	-	-	-	-	-	-	-	2	-	-
24	Janitor,	1	-	13	7	-	3	-	2	-	-
26	Engineer and fireman,	2	1	8	7	-	6	-	-	-	-
27	Civil engineer,	1	3	5	5	-	5	-	3	-	-
34	Assistant chemist,	-	1	1	1	-	1	-	1	-	-
35	Nurse,	-	1	1	-	1	-	-	-	-	-
<i>Brookline.</i>											
1	Assistant superintendent,	-	1	1	1	-	1	-	1	-	-
3	Clerk,	1	1	8	-	3	-	3	-	2	-
9	Stenographer,	1	-	5	-	3	-	3	-	3	-
11	Gas inspector,	1	-	7	7	-	6	-	-	-	-
11	Health inspector,	-	1	1	1	-	1	-	1	-	-

CITIES OTHER THAN BOSTON, AND TOWNS — *Continued.*

Class.	NAME OF POSITION.	NUMBER OF EXAMINATIONS.		Number of Applicants notified.	NUMBER EXAMINED.		NUMBER PASSED.		NUMBER OF EXAMINED PERSONS APPOINTED FROM THE ELIGIBLE LISTS.		
		General Competitive.	Non-competitive.		Males.	Females.	Males.	Females.	Males.	Females.	Veterans (Chapter 150, General Acts of 1919).
	<i>Brookline — Con.</i>										
11	Inspector (sewer),	—	1	1	1	—	1	—	1	—	—
12	Instructor,	—	1	1	1	—	1	—	1	—	—
15	Policeman,	5	—	19	16	—	12	—	7	—	6
15	Policeman (promotion),	1	—	20	18	—	18	—	2	—	—
21	Fireman,	2	—	16	11	—	11	—	2	—	1
21	Fireman (promotion),	1	—	9	9	—	9	—	3	—	—
24	Janitor,	1	—	3	3	—	2	—	1	—	—
26	Engineer and fireman,	1	—	1	1	—	1	—	—	—	—
27	Civil engineer,	1	—	3	2	—	1	—	—	—	—
	<i>Cambridge.</i>										
3	Clerk,	1	1	5	1	2	1	1	2	6	—
7	Social worker,	—	—	—	—	—	—	—	1	—	—
9	Stenographer,	1	—	2	—	2	—	1	—	1	—
11	Water inspector and meter reader,	1	—	4	4	—	3	—	—	—	—
11	Construction engineer,	1	—	3	2	—	—	—	—	—	—
11	Investigator,	—	1	2	2	—	—	—	—	—	—

11	Sanitary inspector,	-	-	-	-	-	-	1	-	-
11	Inspector of buildings,	-	-	-	-	-	-	1	-	-
11	Health inspector,	-	-	-	-	-	-	1	-	-
15	Policeman,	4	1	28	21	-	16	-	16	12
15	Policeman (promotion),	2	-	15	15	-	15	-	9	-
17	Keeper,	1	-	6	3	-	3	-	-	-
21	Fireman,	5	-	133	76	-	56	-	30	21
22	Foreman,	1	1	1	-	-	-	2	-	-
24	Janitor,	1	-	2	1	-	1	-	1	1
25	Assistant drawtender,	2	-	13	11	-	9	-	3	-
26	Engineer and fireman,	1	-	3	3	-	2	-	2	1
27	Civil engineer,	-	1	-	-	-	-	1	-	-
35	Nurse,	1	1	5	-	4	-	3	-	3
<i>Chelsea.</i>										
3	Clerk,	1	-	1	-	1	-	1	-	1
9	Stenographer,	1	-	1	-	1	-	-	-	-
11	Water inspector and meter reader,	1	-	1	1	-	-	-	-	-
15	Policeman,	3	-	6	4	-	1	-	2	-
21	Fireman,	4	-	26	16	-	15	-	-	-
26	Engineer and fireman,	1	-	2	1	-	1	-	-	-

CITIES OTHER THAN BOSTON, AND TOWNS — *Continued.*

Class.	NAME OF POSITION.	NUMBER OF EXAMINATIONS.		Number of Applicants notified.	NUMBER EXAMINED.		NUMBER PASSED.		NUMBER OF EXAMINED PERSONS APPOINTED FROM THE ELIGIBLE LISTS.		
		General Com- petitive.	Non- compet- itive.		Males.	Females.	Males.	Females.	Males.	Females.	Veterans (Chapter 150, General Acts of 1919).
3	Clerk, <i>Chicopee.</i>	1	-	2	-	-	-	-	-	5	-
11	Water inspector and meter reader,	1	-	1	-	-	-	-	-	-	-
15	Policeman,	1	-	4	4	-	1	-	1	-	-
18	Patrol driver,	-	1	1	1	-	1	-	2	-	-
21	Fireman,	3	-	33	31	-	21	-	-	-	-
22	Foreman (water),	1	-	1	1	-	1	-	1	-	-
24	Janitor,	1	-	1	1	-	1	-	3	-	-
26	Meter engineer,	-	1	1	1	-	1	-	1	-	-
15	Policeman, <i>Dedham.</i>	2	-	5	2	-	2	-	1	-	1
21	Fireman, <i>Easthampton.</i>	2	-	5	3	-	3	-	-	-	-
1	Superintendent, <i>Everett.</i>	-	1	1	1	-	-	-	-	-	-
3	Clerk,	1	1	7	2	2	2	2	1	1	-
6	Deputy sealer of weights and measures,	-	1	1	1	-	1	-	1	-	-
9	Stenographer,	1	-	1	-	-	-	-	-	-	-

11	Water inspector and meter reader,	1	-	3	2	-	-	-	-	-	-
15	Policeman,	3	-	8	3	-	2	-	2	-	-
15	Policeman (promotion),	-	-	-	-	-	-	-	2	-	-
21	Fireman,	4	-	8	7	-	6	-	3	-	1
24	Janitor,	-	-	-	-	-	-	-	1	-	-
27	Civil engineer,	-	-	-	-	-	-	-	1	-	-
<i>Fall River.</i>											
2	Secretary,	-	1	1	-	1	-	-	-	-	-
3	Clerk,	1	1	43	5	28	3	16	4	2	2
9	Stenographer,	1	-	18	1	16	1	8	-	-	-
11	Water inspector and meter reader,	1	-	8	7	-	4	-	-	-	-
11	Assistant wire inspector,	1	-	4	2	-	2	-	1	-	1
15	Policeman,	2	-	44	34	-	24	-	6	-	6
15	Policeman (promotion),	1	1	35	34	-	34	-	3	-	-
17	Watchman-gateman,	-	-	-	-	-	-	-	2	-	-
21	Fireman,	3	-	92	84	-	68	-	-	-	-
21	Fireman (promotion),	2	-	31	31	-	31	-	1	-	-
22	Foreman (highway),	1	-	1	1	-	-	-	-	-	-
22	Foreman (water),	1	-	1	1	-	1	-	1	-	-
22	Foreman (sewer),	1	-	1	-	-	-	-	-	-	-
24	Janitor,	1	-	2	-	-	-	-	8	-	-

CITIES OTHER THAN BOSTON, AND TOWNS—Continued.

Class.	NAME OF POSITION.	NUMBER OF EXAMINATIONS.		Number of Applicants notified.	NUMBER EXAMINED.		NUMBER PASSED.		NUMBER OF EXAMINED PERSONS APPOINTED FROM THE ELIGIBLE LISTS.		
		General Com- petitive.	Non-compet- itive.		Males.	Females.	Males.	Females.	Males.	Females.	Veterans (Chapter 150, General Acts of 1919).
26	<i>Fall River — Con.</i> Engineer and fireman,	2	—	5	4	—	3	—	3	—	—
27	Civil engineer,	1	—	11	4	—	2	—	1	—	—
29	Line and instrumentman,	—	1	1	1	—	1	—	1	—	—
35	Nurse,	1	—	1	—	1	—	1	—	—	—
1	<i>Fitchburg.</i> Superintendent,	—	1	1	1	—	1	—	1	—	—
3	Clerk,	1	—	9	—	1	—	1	2	—	—
4	Bookkeeper,	1	—	2	2	—	2	—	—	—	—
9	Stenographer,	1	—	5	—	3	—	2	—	—	—
11	Water inspector and meter reader,	1	1	2	1	—	—	—	—	—	—
15	Policeman,	2	—	7	5	—	5	—	1	—	—
17	Watchman-gateman,	1	—	1	—	—	—	—	—	—	—
21	Fireman,	3	—	21	22	—	17	—	4	—	1
24	Janitor,	1	1	6	5	—	4	—	3	—	—
27	Civil engineer,	1	—	1	—	—	—	—	—	—	—
35	Nurse,	1	—	3	—	1	—	—	—	—	—

<i>Framingham.</i>											
11	Plumbing inspector,	.	.	.	.	.	.	.	.	.	.
		-	1	1	1	-	-	-	-	-	-
15	Policeman,	.	.	.	.	.	.	.	.	.	.
		3	-	3	2	-	2	-	-	-	-
21	Fireman,	.	.	.	.	.	.	.	.	.	.
		1	-	1	1	-	1	-	-	-	-
<i>Gloucester.</i>											
3	Clerk,	.	.	.	.	.	.	.	.	.	.
		1	1	2	-	2	-	2	-	2	-
9	Stenographer,	.	.	.	.	.	.	.	.	.	.
		1	-	1	-	1	-	-	-	-	-
15	Policeman,	.	.	.	.	.	.	.	.	.	.
		4	-	6	3	-	2	-	4	-	3
15	Policeman (promotion),	.	.	.	.	.	.	.	.	.	.
		-	-	-	-	-	-	-	1	-	-
21	Fireman,	.	.	.	.	.	.	.	.	.	.
		5	-	9	7	-	7	-	1	-	-
21	Call fireman,	.	.	.	.	.	.	.	.	.	.
		1	-	4	1	-	1	-	-	-	-
21	Fireman (promotion),	.	.	.	.	.	.	.	.	.	.
		1	-	8	6	-	6	-	-	-	-
22	Foreman (highway),	.	.	.	.	.	.	.	.	.	.
		1	-	1	1	-	-	-	-	-	-
24	Janitor,	.	.	.	.	.	.	.	.	.	.
		1	-	2	2	-	1	-	1	-	-
35	Nurse,	.	.	.	.	.	.	.	.	.	.
		1	-	1	-	-	-	-	-	-	-
<i>Greenfield.</i>											
6	Deputy sealer, weights and measures,	.	.	.	.	.	.	.	.	.	.
		-	1	1	1	-	-	-	-	-	-
15	Policeman,	.	.	.	.	.	.	.	.	.	.
		2	-	2	2	-	2	-	-	-	-
<i>Haverhill.</i>											
3	Clerk,	.	.	.	.	.	.	.	.	.	.
		1	4	15	-	8	-	7	-	6	-
9	Stenographer,	.	.	.	.	.	.	.	.	.	.
		1	-	1	-	1	-	-	-	-	-
11	Water inspector and meter reader,	.	.	.	.	.	.	.	.	.	.
		1	1	3	2	-	1	-	1	-	-
15	Policeman,	.	.	.	.	.	.	.	.	.	.
		3	-	20	15	-	8	-	11	-	2

CITIES OTHER THAN BOSTON, AND TOWNS—Continued.

Class.	NAME OF POSITION.	NUMBER OF EXAMINATIONS.		Number of Applicants notified.	NUMBER EXAMINED.		NUMBER PASSED.		NUMBER OF EXAMINED PERSONS APPOINTED FROM THE ELIGIBLE LISTS.		
		General Com- petitive.	Non-compet- itive.		Males.	Females.	Males.	Females.	Males.	Females.	Veterans (Chapter 150, General Acts of 1919).
	<i>Haverhill — Con.</i>										
17	Watchman-gateman,	1	—	1	—	—	—	—	—	—	—
21	Fireman,	3	—	25	21	—	15	—	1	—	—
21	Fireman (promotion),	2	—	15	15	—	15	—	—	—	—
22	Foreman (highway),	1	—	1	—	—	—	—	—	—	—
24	Janitor,	1	—	2	—	—	—	—	1	—	—
26	Engineer and fireman,	1	—	4	3	—	2	—	—	—	—
35	Nurse,	1	—	2	—	1	—	—	—	—	—
	<i>Holyoke.</i>										
3	Clerk,	2	4	29	17	5	5	2	2	2	—
9	Stenographer,	1	—	2	—	1	—	—	—	—	—
11	Gas and electric meter reader,	1	1	7	7	—	7	—	1	—	—
15	Policeman,	2	1	9	6	—	4	—	7	—	4
15	Policeman (promotion),	—	1	1	1	—	1	—	1	—	—
21	Fireman,	4	—	102	71	—	52	—	25	—	4
22	Foreman (highway),	1	—	1	1	—	—	—	—	—	—
	Janitor,	1	—	2	2	—	1	—	1	—	—

CITIES OTHER THAN BOSTON, AND TOWNS — *Continued.*

Class.	NAME OF POSITION.	NUMBER OF EXAMINATIONS.		Number of Applicants notified.	NUMBER EXAMINED.		NUMBER PASSED.		NUMBER OF EXAMINED PERSONS APPOINTED FROM THE ELIGIBLE LISTS.		
		General Competitive.	Non-competitive.		Males.	Females.	Males.	Females.	Males.	Females.	Veterans (Chapter 150, General Acts of 1919).
3	Clerk, <i>Lowell.</i>	1	2	31	4	20	1	12	1	6	-
4	Bookkeeper,	1	-	1	1	-	-	-	-	-	-
5	Storekeeper,	-	-	-	-	-	-	-	1	-	-
7	Visitor,	-	1	1	1	-	1	-	1	-	-
8	Agent,	-	1	1	1	-	1	-	1	-	-
9	Stenographer,	1	-	3	-	4	-	2	-	-	-
11	Water inspector and meter reader,	1	-	3	2	-	1	-	-	-	-
11	Plumbing inspector,	1	-	12	10	-	9	-	1	-	-
11	General inspector,	-	1	1	1	-	1	-	1	-	-
15	Policeman,	2	-	32	27	-	17	-	14	-	4
17	Watchman-gateman,	1	-	1	1	-	1	-	-	-	-
18	Chauffeur,	-	-	-	-	-	-	-	2	-	-
19	Attendance officer,	1	-	13	10	-	9	-	-	-	-
21	Fireman,	3	-	113	88	-	58	-	7	-	-
21	Fireman (promotion),	1	-	9	8	-	8	-	4	-	-

22	Foreman (painters),	1	-	8	8	-	5	-	-	-	-
22	Foreman (water),	1	-	2	2	-	2	-	1	-	-
22	Foreman (sewer),	1	-	1	1	-	-	-	-	-	-
22	Foreman (highway),	1	-	4	3	-	1	-	1	-	-
24	Janitor,	1	-	10	10	-	9	-	5	-	1
26	Engineer and fireman,	1	-	7	6	-	6	-	4	-	-
29	Electrician,	1	-	4	3	-	1	-	-	-	-
32	Bacteriologist,	-	-	-	-	-	-	-	1	-	-
32	School physician,	-	-	-	-	-	-	-	-	1	-
35	Nurse,	1	-	1	-	1	-	-	-	1	-
<i>Lynn.</i>											
2	Secretary,	1	-	5	4	-	4	-	1	-	1
3	Clerk,	1	-	7	2	3	2	2	1	6	-
4	Bookkeeper,	-	1	1	-	1	-	-	-	-	-
6	Deputy sealer, weights and measures,	-	1	1	1	-	1	-	1	-	-
7	Visitor,	-	-	-	-	-	-	-	-	1	-
9	Stenographer,	1	2	5	-	4	-	2	-	1	-
11	Water inspector and meter reader,	1	-	4	4	-	1	-	2	-	2
15	Policeman,	4	2	19	11	-	7	-	13	-	5
15	Policeman (promotion),	1	-	10	10	-	9	-	12	-	-
17	Watchman-gateman,	1	-	1	-	-	-	-	-	-	-
21	Fireman,	5	-	55	51	-	44	-	6	-	6

CITIES OTHER THAN BOSTON, AND TOWNS — *Continued.*

Class.	NAME OF POSITION.	NUMBER OF EXAMINATIONS.		Number of Applicants notified.	NUMBER EXAMINED.		NUMBER PASSED.		NUMBER OF EXAMINED PERSONS APPOINTED FROM THE ELIGIBLE LISTS.		
		General Com- petitive.	Non- compet- itive.		Males.	Females.	Males.	Females.	Males.	Females.	Veterans (Chapter 150, General Acts of 1919).
	<i>Lynn — Con.</i>										
21	Call fireman,	2	-	30	10	-	9	-	7	-	-
21	Fireman (promotion),	3	-	52	50	-	50	-	7	-	-
22	Foreman (highway),	1	-	2	2	-	-	1	-	-	-
24	Janitor,	1	3	10	6	-	3	-	3	-	1
26	Fireman and engineer,	1	-	6	6	-	4	-	1	-	-
27	Civil engineer,	1	-	2	2	-	1	-	-	-	-
32	Bacteriologist,	-	-	-	-	-	-	-	1	-	-
34	Assistant chemist,	-	1	-	-	-	-	-	1	-	-
35	Nurse,	1	-	1	-	1	-	-	-	-	-
	<i>Malden.</i>										
3	Clerk,	1	1	9	2	6	2	5	-	3	-
9	Stenographer,	-	1	1	-	1	-	-	-	-	-
11	Water inspector and meter reader,	1	-	2	2	-	2	-	-	-	-
15	Policeman,	2	-	6	5	-	4	-	1	-	1
15	Policeman (promotion),	-	1	1	1	-	-	-	-	-	-
21	Fireman,	2	-	19	12	-	11	-	3	-	1

22	Foreman (sewer),	1	-	1	1	-	-	-	-	-	-	-	-
22	Master mechanic,	-	1	1	1	-	1	-	1	-	-	-	-
24	Janitor,	-	-	-	-	-	-	-	1	-	-	-	-
27	Civil engineer,	1	-	1	1	-	1	-	-	-	-	-	-
35	Nurse,	1	-	1	-	1	-	1	-	-	-	-	-
<i>Marlborough.</i>													
1	Warden,	-	1	1	1	-	1	-	1	-	-	-	-
3	Clerk,	1	-	1	-	-	-	-	-	-	-	-	-
15	Policeman,	2	-	4	2	-	2	-	1	-	-	-	-
21	Fireman,	3	-	6	6	-	2	-	1	-	-	-	-
22	Foreman (highway),	1	-	1	1	-	-	-	-	-	-	-	-
24	Janitor,	1	-	1	-	-	-	-	-	-	-	-	-
26	Engineer and fireman,	1	-	1	1	-	1	-	-	-	-	-	-
35	Nurse,	1	-	1	-	1	-	1	-	-	-	-	-
<i>Medford.</i>													
3	Clerk,	1	1	15	-	5	-	4	-	2	-	-	-
9	Stenographer,	1	1	4	-	3	-	-	-	-	-	-	-
11	Meter reader and water inspector,	1	-	1	-	-	-	-	-	-	-	-	-
15	Policeman,	4	-	13	9	-	7	-	6	-	-	-	-
15	Policeman (promotion),	1	1	11	11	-	11	-	3	-	-	-	-
21	Fireman,	4	-	25	20	-	13	-	12	-	-	-	3
21	Fireman (promotion),	1	1	10	9	-	9	-	4	-	-	-	-

CITIES OTHER THAN BOSTON, AND TOWNS — *Continued.*

Class.	NAME OF POSITION.	NUMBER OF EXAMINATIONS.		Number of Applicants notified.	NUMBER EXAMINED.		NUMBER PASSED.		NUMBER OF EXAMINED PERSONS APPOINTED FROM THE ELIGIBLE LISTS.		
		General Competitive.	Non-competitive.		Males.	Females.	Males.	Females.	Males.	Females.	Veterans (Chapter 150, General Acts of 1919).
	<i>Medford — Con.</i>										
22	Highway foreman,	1	—	8	8	—	7	—	—	—	—
24	Janitor,	2	1	7	6	—	5	—	4	—	—
26	Engineer and fireman,	1	—	1	1	—	1	—	—	—	—
27	Civil engineer,	1	—	2	2	—	—	—	—	—	—
	<i>Melrose.</i>										
3	Clerk,	—	1	1	—	1	—	—	—	—	—
15	Policeman,	3	—	4	4	—	4	—	2	—	—
21	Fireman,	3	—	6	4	—	3	—	—	—	—
21	Call fireman,	1	—	1	1	—	1	—	—	—	—
24	Janitor,	1	—	1	1	—	1	—	—	—	—
	<i>Methuen.</i>										
1	Warden,	—	1	1	1	—	—	—	—	—	—
3	Clerk,	—	2	2	1	1	—	—	—	—	—
11	Sanitary inspector,	—	1	1	1	—	1	—	1	—	—
15	Policeman,	2	—	9	9	—	7	—	—	—	—
15	Policeman (promotion),	—	1	1	1	—	—	—	—	—	—

21	Fireman,	2	-	10	9	-	4	-	1	-	-
21	Fireman (promotion),	1	-	5	5	-	5	-	2	-	-
22	Foreman (highway),	1	-	1	1	-	-	-	-	-	-
24	Janitor,	1	-	3	1	-	1	-	-	-	-
35	Nurse,	-	-	-	-	-	-	-	-	1	-
<i>Milton.</i>											
15	Policeman,	3	-	5	4	-	2	-	-	-	-
21	Fireman,	4	-	10	7	-	5	-	6	-	5
21	Fireman (promotion),	1	-	7	7	-	6	-	1	-	-
<i>Nahant.</i>											
15	Police,	1	-	1	1	-	-	-	-	-	-
<i>New Bedford.</i>											
1	Superintendent,	-	1	1	1	-	1	-	1	-	-
3	Clerk,	1	1	25	2	16	2	10	-	1	-
4	Accountant,	-	1	1	1	-	1	-	1	-	-
6	Deputy sealer, weights and measures,	1	-	8	6	-	2	-	2	-	-
9	Stenographer,	1	-	5	1	4	-	2	-	2	-
11	Water inspector and meter reader,	1	-	12	5	-	-	-	-	-	-
11	Examiner of vehicles,	-	1	1	1	-	1	-	1	-	-
15	Policeman (promotion),	1	-	8	8	-	8	-	-	-	-
15	Policeman,	2	-	33	27	1	17	1	26	1	8
17	Park keeper,	1	-	15	12	-	9	-	-	-	-
21	Fireman,	3	-	253	168	-	119	-	12	-	-

CITIES OTHER THAN BOSTON, AND TOWNS — *Continued.*

Class.	NAME OF POSITION.	NUMBER OF EXAMINATIONS.		Number of Applicants notified.	NUMBER EXAMINED.		NUMBER PASSED.		NUMBER OF EXAMINED PERSONS APPOINTED FROM THE ELIGIBLE LISTS.		
		General Competitive.	Non-competitive.		Males.	Females.	Males.	Females.	Males.	Females.	Veterans (Chapter 150, General Acts of 1919).
24	Janitor, <i>New Bedford — Con.</i>	1	—	14	7	—	5	—	3	—	—
26	Engineer and fireman,	5	1	31	17	—	14	—	4	—	—
32	Medical inspector,	—	—	—	—	—	—	—	1	—	—
35	Nurse,	1	—	3	2	—	1	—	—	—	—
15	Policeman, <i>Newburyport.</i>	1	—	1	—	—	—	—	2	—	—
21	Fireman,	1	—	1	—	—	—	—	—	—	—
1	Director, <i>Newton.</i>	—	1	1	—	1	—	1	—	1	—
3	Clerk,	1	2	13	1	6	1	3	1	5	—
4	Bookkeeper,	1	—	2	1	—	1	—	—	—	—
9	Stenographer,	1	—	4	—	4	—	1	—	1	—
11	Water inspector and meter reader,	1	—	2	2	—	—	—	—	—	—
11	Inspector,	1	—	19	16	—	13	—	1	—	—
15	Police,	4	—	16	11	—	9	—	13	—	5
21	Fireman,	4	—	30	22	—	25	—	12	—	8

21	Fireman (promotion),	1	-	23	22	-	22	-	2	-	-
22	Foreman,	-	-	-	-	-	-	-	1	-	-
24	Janitor,	1	-	3	3	-	2	-	3	-	-
26	Engineer and fireman,	2	-	3	2	-	2	-	-	-	-
27	Civil engineer,	1	1	4	4	-	3	-	1	-	-
32	Dentist,	-	-	-	-	-	-	-	1	-	-
35	Nurse,	1	-	3	-	2	-	2	-	2	-
<i>North Adams.</i>											
3	Clerk,	1	-	4	-	1	-	1	-	2	-
7	Visitor,	-	1	1	-	1	-	-	-	-	-
9	Stenographer,	-	1	1	-	1	-	-	-	-	-
15	Policeman,	1	-	2	2	-	1	-	-	-	-
21	Fireman,	2	-	7	4	-	2	-	-	-	-
27	Civil engineer,	1	-	1	1	-	-	-	-	-	-
35	Nurse,	1	-	1	-	1	-	1	-	-	-
<i>No thampton.</i>											
3	Clerk,	1	-	2	-	1	-	1	-	1	-
15	Policeman,	1	-	6	5	-	5	-	-	-	-
21	Fireman,	2	-	30	24	-	22	-	-	-	-
24	Janitor,	1	-	1	1	-	1	-	-	-	-
<i>Norwood.</i>											
15	Policeman,	4	-	6	4	-	3	-	2	-	-
15	Policeman (promotion),	1	-	3	3	-	3	-	1	-	-

CITIES OTHER THAN BOSTON, AND TOWNS — *Continued.*

Class.	NAME OF POSITION.	NUMBER OF EXAMINATIONS.		Number of Applicants notified.	NUMBER EXAMINED.		NUMBER PASSED.		NUMBER OF EXAMINED PERSONS APPOINTED FROM THE ELIGIBLE LISTS.		
		General Com- petitive.	Non- compet- itive.		Males.	Females.	Males.	Females.	Males.	Females.	Veterans (Chapter 150, General Acts of 1919).
1	Superintendent, <i>Peabody.</i>	-	1	1	1	-	1	-	1	-	-
3	Clerk,	-	2	2	-	2	-	-	-	-	-
11	Inspector,	-	2	2	2	-	2	-	2	-	-
15	Policeman,	4	-	6	3	-	1	-	1	-	-
15	Policeman (promotion),	-	-	-	-	-	-	-	1	-	-
18	Repairman and chauffeur,	1	-	5	2	-	2	-	2	-	-
21	Fireman,	2	-	2	2	-	-	-	-	-	-
26	Engineer and fireman,	1	-	1	1	-	1	-	1	-	-
27	Civil engineer,	1	-	2	2	-	-	-	-	-	-
35	Nurse,	1	-	2	-	1	-	-	-	-	-
3	Clerk, <i>Pittsfield.</i>	1	1	9	1	1	1	-	1	1	-
4	Bookkeeper,	1	-	1	-	-	-	-	-	-	-
9	Stenographer,	1	-	5	-	4	-	3	-	-	-
11	Water inspector and meter reader,	-	-	-	-	-	-	-	2	-	-
15	Policeman,	3	-	37	23	-	18	-	8	-	-

15	Policeman (promotion),	1	-	14	13	-	13	-	1	-	-
21	Fireman,	2	-	15	10	-	7	-	-	-	-
27	Civil engineer,	1	-	4	-	-	-	-	-	-	-
35	Nurse,	1	-	1	-	1	-	1	-	-	-
<i>Quincy.</i>											
3	Clerk,	1	7	7	-	7	-	3	-	3	-
15	Policeman,	3	-	12	8	-	7	-	9	-	5
21	Fireman,	5	-	35	29	-	20	-	3	-	1
21	Fireman (promotion),	1	1	24	24	-	24	-	3	-	-
22	Foreman,	-	1	1	1	-	1	-	1	-	-
24	Janitor,	-	-	-	-	-	-	-	2	-	-
27	Civil engineer,	1	-	1	1	-	1	-	-	-	-
32	Dentist,	-	1	1	1	-	1	-	1	-	-
<i>Reading.</i>											
15	Policeman,	2	1	3	3	-	3	-	3	-	1
<i>Revere.</i>											
3	Clerk,	1	1	7	-	3	-	1	-	1	-
9	Stenographer,	1	1	2	-	2	-	-	-	-	-
15	Policeman,	2	-	3	2	-	-	-	1	-	1
21	Fireman,	4	-	21	12	-	9	-	2	-	-
21	Fireman (promotion),	-	2	2	2	-	-	-	-	-	-
24	Janitor,	1	1	3	2	-	2	-	1	-	-
27	Civil engineer,	1	-	2	1	-	1	-	-	-	-

CITIES OTHER THAN BOSTON, AND TOWNS — *Continued.*

Class.	NAME OF POSITION.	NUMBER OF EXAMINATIONS.		Number of Applicants notified.	NUMBER EXAMINED.		NUMBER PASSED.		NUMBER OF EXAMINED PERSONS APPOINTED FROM THE ELIGIBLE LISTS.		
		General Com- petitive.	Non-compet- itive.		Males.	Females.	Males.	Females.	Males.	Females.	Veterans (Chapter 150, General Acts of 1919).
	<i>Salem.</i>										
3	Clerk,	1	-	6	-	3	-	3	-	-	-
4	Bookkeeper,	1	-	1	-	-	-	-	-	-	-
11	Water inspector and meter reader,	1	-	1	1	-	1	-	-	-	-
15	Policeman,	-	-	-	-	-	-	-	1	-	-
17	Watchman-gateman,	1	-	1	1	-	1	-	1	-	-
21	Fireman,	4	1	23	21	-	13	-	5	-	2
21	Fireman (promotion),	-	-	-	-	-	-	-	4	-	-
24	Janitor,	1	-	6	5	-	4	-	2	-	-
26	Engineer and fireman,	1	-	1	1	-	1	-	1	-	-
35	Nurse,	1	-	1	-	-	-	-	-	-	-
	<i>Somerville.</i>										
3	Clerk,	1	3	13	-	6	-	4	-	4	-
5	Milk collector,	1	-	7	6	-	2	-	1	-	-
7	Social worker,	-	1	1	-	1	-	1	-	1	-
8	Agent,	1	-	16	13	-	5	-	1	-	-
9	Stenographer,	1	-	2	-	1	-	1	-	1	-

11	Water inspector and meter reader,	1	-	5	5	-	4	-	2	-	2
15	Policeman,	3	-	7	5	-	5	-	4	-	4
21	Fireman,	4	-	30	33	-	23	-	1	-	1
21	Fireman (promotion),	-	-	-	-	-	-	-	2	-	-
24	Janitor,	1	-	4	3	-	2	-	2	-	-
32	Medical inspector,	-	1	1	1	-	-	-	1	-	-
35	Nurse,	1	-	2	-	2	-	1	-	-	-
	<i>Springfield.</i>										
1	Superintendent,	-	1	1	1	-	1	-	1	-	-
3	Clerk,	1	3	50	5	19	3	17	2	12	-
4	Bookkeeper,	1	-	1	-	-	-	-	-	-	-
5	Storekeeper,	-	-	-	-	-	-	-	3	-	-
6	Sealer of weights and measures,	1	-	8	6	-	3	-	3	-	-
9	Stenographer,	1	-	8	-	3	-	2	-	4	-
11	Elevator inspector,	1	-	3	1	-	1	-	1	-	-
11	Water inspector and meter reader,	1	-	9	8	-	4	-	1	-	-
15	Policeman,	2	-	61	50	-	21	-	17	-	13
15	Policeman (promotion),	3	-	71	60	-	58	-	6	-	-
21	Fireman,	4	-	308	250	-	181	-	119	-	32
21	Fireman (promotion),	2	-	52	51	-	51	-	7	-	-
22	Foreman,	3	2	5	3	-	3	-	4	-	-
24	Janitor,	1	-	17	11	-	8	-	6	-	-

CITIES OTHER THAN BOSTON, AND TOWNS — *Continued.*

Class.	NAME OF POSITION.	NUMBER OF EXAMINATIONS.		Number of Applicants notified.	NUMBER EXAMINED.		NUMBER PASSED.		NUMBER OF EXAMINED PERSONS APPOINTED FROM THE ELIGIBLE LISTS.		
		General Com- petitive.	Non- compet- itive.		Males.	Females.	Males.	Females.	Males.	Females.	Veterans (Chapter 150, General Acts of 1919).
	<i>Springfield — Con.</i>										
26	Engineer and fireman,	1	—	7	5	—	5	—	3	—	—
27	Civil engineer,	1	—	6	—	—	—	—	—	—	—
32	Dentist,	1	—	4	4	—	3	—	2	—	1
32	Medical inspector,	—	1	1	1	—	1	—	1	—	—
35	Nurse,	1	—	5	—	3	—	3	—	2	—
	<i>Stonham.</i>										
15	Policeman,	1	—	1	—	—	—	—	—	—	—
	<i>Swampscott.</i>										
15	Policeman,	2	—	4	3	—	2	—	1	—	1
21	Fireman,	2	—	3	3	—	3	—	1	—	—
21	Fireman (promotion),	1	—	2	2	—	2	—	—	—	—
	<i>Taunton.</i>										
1	Superintendent,	—	1	1	1	—	—	—	—	—	—
3	Clerk,	1	—	6	—	1	—	1	—	1	—
11	Water inspector and meter reader,	1	—	1	1	—	—	—	—	—	—
15	Policeman,	2	—	8	8	—	8	—	7	—	3
21	Fireman,	3	—	38	28	—	18	—	3	—	—

21	Call fireman,	1	-	8	5	-	4	-	-	-	-
24	Janitor,	1	3	15	6	-	3	-	2	-	-
26	Engineer and fireman,	1	-	1	1	-	1	-	1	-	-
29	Electric operator,	-	2	2	2	-	2	-	2	-	-
<i>Wakefield.</i>											
15	Policeman,	2	-	3	3	-	3	-	-	-	-
<i>Waltham.</i>											
3	Clerk,	1	5	6	1	5	1	1	1	3	-
3	Timekeeper and storekeeper,	1	-	7	6	-	6	-	-	-	-
9	Stenographer,	1	-	1	-	-	-	-	-	-	-
11	Water inspector and meter reader,	1	-	3	3	-	2	-	-	-	-
11	Moth and forestry inspector,	-	1	2	2	-	-	-	-	-	-
15	Policeman,	2	-	3	2	-	2	-	3	-	2
21	Fireman,	1	-	3	3	-	2	-	-	-	-
21	Call fireman,	1	-	4	4	-	3	-	-	-	-
27	Civil engineer,	1	-	4	1	-	-	-	-	-	-
32	Medical inspector,	-	1	1	1	-	1	-	2	-	-
<i>Watertown.</i>											
15	Policeman,	2	-	4	3	-	2	-	1	-	1
15	Policeman (promotion),	-	1	1	1	-	-	-	-	-	-
21	Fireman,	6	-	18	14	-	12	-	4	-	-
21	Fireman (promotion),	1	-	7	7	-	8	-	-	-	-
<i>Wellesley.</i>											
15	Policeman,	3	-	5	3	-	2	-	2	-	1

CITIES OTHER THAN BOSTON, AND TOWNS — *Concluded.*

Class.	NAME OF POSITION.	NUMBER OF EXAMINATIONS.		Number of Applicants notified.	NUMBER EXAMINED.		NUMBER PASSED.		NUMBER OF EXAMINED PERSONS APPOINTED FROM THE ELIGIBLE LISTS.		
		General Competitive.	Non-competitive.		Males.	Females.	Males.	Females.	Males.	Females.	Veterans (Chapter 150, General Acts of 1919).
15	Policeman, <i>Westfield.</i>	1	-	2	1	-	1	-	1	-	-
15	Policeman, <i>West Springfield.</i>	1	-	4	3	-	2	-	-	-	-
15	Policeman (promotion),	1	-	6	5	-	5	-	1	-	-
21	Fireman,	2	-	7	7	-	6	-	-	-	-
15	Policeman, <i>Weymouth.</i>	1	-	1	1	-	1	-	1	-	-
15	Policeman, <i>Winchester.</i>	3	-	10	7	-	7	-	3	-	-
15	Policeman, <i>Winthrop.</i>	1	1	2	2	-	1	-	-	-	-
3	Clerk, <i>Woburn.</i>	1	1	2	1	1	-	-	-	-	-
9	Stenographer,	1	-	2	-	2	-	-	-	-	-
15	Policeman,	3	-	5	3	-	3	-	4	-	2
15	Policeman (promotion),	1	-	7	7	-	7	-	1	-	-
21	Fireman,	3	-	8	6	-	5	-	-	-	-
35	Nurse,	1	1	2	2	-	1	-	-	-	-

Worcester.											
3	Clerk,	1	12	65	7	46	1	29	-	17	-
4	Bookkeeper,	1	-	3	-	-	-	-	-	-	-
9	Stenographer,	1	1	7	1	4	-	1	-	-	-
11	Health inspector,	1	-	4	4	-	4	-	2	-	1
11	Sanitary inspector,	1	-	44	36	-	14	-	4	-	4
11	Water inspector and meter reader,	1	-	14	10	-	2	-	1	-	-
15	Policeman,	2	-	128	91	-	66	-	31	-	1
15	Policeman (promotion),	1	1	10	10	-	10	-	10	-	-
19	Attendance officer,	1	-	19	16	-	14	-	1	-	-
21	Fireman,	4	-	229	186	-	129	-	16	-	10
21	Fireman (promotion),	-	-	-	-	-	-	-	2	-	-
22	Garage foreman,	1	-	7	7	-	7	-	-	-	-
22	Foreman (water),	1	-	5	4	-	2	-	-	-	-
22	Foreman (highway),	1	-	11	11	-	2	-	-	-	-
24	Janitor,	1	-	15	11	-	8	-	8	-	-
26	Engineer and fireman,	1	-	2	2	-	1	-	1	-	-
27	Civil engineer,	1	-	6	5	-	4	-	4	-	-
34	Assistant chemist,	1	1	2	-	-	-	-	-	-	-
35	Nurse,	2	-	11	-	10	-	8	-	6	-
		559	75	4,574	3,207	321	2,370	196	884	136	212

SUMMARY OF OFFICIAL SERVICE.

SERVICE.	NUMBER OF EXAMINATIONS.		Number of Applicants notified.	NUMBER EXAMINED.		NUMBER PASSED.		NUMBER OF EXAMINED PERSONS APPOINTED FROM THE ELIGIBLE LISTS.		
	General Competitive.	Non-competitive.		Males.	Females.	Males.	Females.	Males.	Females.	Veterans (Chapter 150, General Acts of 1919).
Commonwealth service,	35	187	2,515	839	973	456	704	259	391	55
Boston service,	38	1,572	4,726	3,613	184	2,125	120	1,245	76	800
Cities other than Boston, and towns,	559	75	4,574	3,207	321	2,370	196	884	136	212
	632	1,834	11,815	7,659	1,478	4,951	1,020	2,388	603	1,067
	2,466		11,815	9,137		5,971		2,991		1,067

LABOR SERVICE.

Number Registered, Certified, Appointed and Discharged.

	Number reg- istered.	Requisi- tions received.	Number called for.	Number certified.	Number em- ployed.	Number reported dis- charged or sus- pended.
Commonwealth,	1,617	157	901	1,655	971	606
Boston,	2,379	134	346	554	320	293
Brookline,	63	12	33	61	12	8
Cambridge,	297	13	103	130	100	15
Everett,	115	24	260	205	65	6
Fall River,	842	51	645	893	366	117
Fitchburg,	173	34	320	217	152	198
Lowell,	812	27	125	167	70	38
Lynn,	242	20	131	246	106	59
New Bedford,	683	36	584	812	398	65
Newton,	219	28	89	148	61	165
Somerville,	105	21	325	179	137	11
Worcester,	1,397	74	907	1,169	1,215	1,534
Totals,	8,944	631	4,769	6,436	3,973 ¹	3,115

¹ Of this number, 1,235 were veterans.*Examination for Life Guard and Helper.*

	Notified for Exami- nation.	Number examined.	Number passed.	Number failed.
Boston,	58	31	31	-
Commonwealth,	11	8	8	-
Cambridge,	19	7	7	-
Somerville,	3	-	-	-
Lynn,	2	-	-	-

Physical Examination.

	Notified for Exami- nation.	Number examined.	Number passed.	Number failed.
City of Boston,	1,139	591	531	60
City of Cambridge,	314	136	125	11

Practical Test for Teamsters.

City of Boston,	452	210	197	13
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Number of Present Employees in Labor Service classified under Civil Service Rules.

State,	1,005	Lynn,	625
Boston,	3,230	New Bedford,	1,513
Brookline,	264	Newton,	832
Cambridge,	757	Somerville,	542
Everett,	219	Worcester,	303
Fall River,	1,139		
Fitchburg,	36	Total,	11,484
Lowell,	1,019		

PHYSICAL EXAMINATION.

OFFICIAL SERVICE.

Number of applicants examined: —

Police,	2,489
Fire,	901
Stationary firemen and engineers,	161
Janitors,	84
Foremen,	54
Nurse and health instructor,	45
Meter reader,	37
Promotion in Boston fire department,	34
Attendance officers,	24
Drawtenders,	21
Promotion in Boston police department,	20
Prison watchmen,	19
Sanitary inspector,	18
Park keepers,	17
Investigator and examiner,	16
Deputy collector,	15
Inspector of plumbing,	14
Promotion in Lynn police department,	10
Chief clerk, State aid and pensions,	9
Garage foremen,	8
Deputy fish and game commissioners,	8
Meter reader and water inspector,	7
Supervisor of automobiles,	6
Holyoke gas and electric meter readers,	6
State laboratory assistant,	6
Agent, overseer of the poor,	5
Social insurance worker,	5
Foremen of painters,	5
Watchmen,	5
Sealer of weights and measures,	4
Boiler inspector,	4
Meter reader and sanitary inspector,	4
Promotion in Metropolitan Park Commission,	4
Building inspector,	4
Farm investigators,	4

Superintendent of sanitation,	3
Police women,	2
Milk collector,	2
Elevator inspector,	2
Inspector, milk, meat and market,	2
Wire inspector,	2
Lawrence food inspectors,	2
Chauffeur, repairman and machinist (Peabody),	1
State nursing assistant,	1
Inspector of heavy capacity scales,	1
Electrician (fire service of Lowell),	1
Water foreman,	1
Dairy inspector,	1
Assistant chemist,	1
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Total,	4,095

Number of applicants rejected: —

Police,	604
Fire,	88
Stationary firemen and engineers,	5
Drawtenders,	3
Prison watchmen,	2
Janitors,	2
Inspector of plumbing,	1
Meter reader and sanitary inspector,	1
Sanitary inspector,	1
Park keeper,	1
Foremen,	1
<hr/>	
Total,	709

LABOR SERVICE.

Number of lifeguards examined,	46
Number of laborers examined,	727
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	773
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Number of lifeguards rejected,	—
Number of laborers rejected,	71
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Total number examined in both services,	4,868

MASSACHUSETTS CIVIL SERVICE COMMISSION

STATE HOUSE, BOSTON, MASS.

SCHEDULE OF REGULAR EXAMINATIONS

Class 3. Clerks and Messengers.	State, Boston and Metropolitan District, last Saturday in January.
Class 3. Clerks and Messengers.	Outside cities, second Saturday in February.
Class 9. Stenographers.	State, Boston and Metropolitan District, second Saturday in April.
Class 9. Stenographers.	Outside cities, fourth Saturday in April.
Class 11. Water Inspectors.	Third Wednesday in April.
Class 14. Boston Police.	First Thursday in September.
Class 15. Police (cities and towns outside of Boston).	Last Friday in September.
Class 16. Metropolitan Park Police.	First Thursday in September.
Class 17. Watchmen, Gatemen and Guards.	Second Friday in June.
Class 20. Boston Fire.	First Thursday in November.
Class 21. Fire (cities and towns outside of Boston).	Third Friday in November.
Class 22. Foremen of Laborers, Inspectors of Work.	Third Friday in December.
Class 24. Janitors.	Third Friday in March.
Class 25. Drawtenders and Assistant Drawtenders.	Third Wednesday in October.
Class 26. Engineers and Firemen.	First Friday in September, December, March and June. ¹
Class 27. Civil Engineers.	First Monday in December.

Only citizens of the United States who have been residents of Massachusetts for the past year have a right to apply.

Blank applications can be obtained by applying, in person or by mail, to the Civil Service Commission, State House, Boston, and when filled out should be filed in the office of the Commission at once.

In order to receive a notice to appear at any of the above-scheduled examinations, an applicant should have his application on file at least ten days before the date set for holding the examination.

The dates of these examinations may be changed, or any examination postponed, by vote of the Commission.

Special examinations will be held when the needs of the service demand.

By order of the

MASSACHUSETTS CIVIL SERVICE COMMISSION.

¹ The dates for this class are not actual examination dates, but the dates that applicants who have filed applications during the preceding three months are placed on the list, subject to later physical examination.

